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5 November 1951

CAREER SERVICE COMMITTEE

Working Group on CAREER BENEFITS

Minutes of 3rd Meeting, 1 November 1951, 3:30 P.M.

Present:

25X1A9a

Office of General Counsel, Chairman
Office of Policy Coordination
/Office of Special Operations
Jr./Office of Communications, Secretary
Office of Personnel
Exec.Secy./Career Service Committee

1. The minutes of the second meeting were approved, subject to the following understanding concerning Item I, A, of the Agenda for the Working Group on Career Benefits. This item states that hazardous duty benefits should include an increase in base salary for service involving unusual hardship and hazard. It was the consensus of the membership that the intention here was to provide for an increase in base compensation; but, if that plan is followed, it should not be based on an increase in equivalent Civil Service grade.

25X1A9a

2. [redacted] presented to each member of the Committee a communication from the Career Service Committee in the form of an excerpt from the minutes of the fifth meeting of that Committee, 30 October 1951, which considered the proposed Agendas of the Working Groups. It was the consensus of the Committee that Item 2 of this excerpt from the Career Service Committee's minutes more properly represented the point of view of the Working Group on Career Benefits when changed to read as follows:

2. The Group would consider primarily the tangible aspects of career benefits, although certain intangible aspects will have to be considered.

Other items on the Career Benefits Working Group Agenda were approved.

3. For purposes of discussion, it was agreed by all members to accept the Military Services system of compensation for hazardous duty as a basis around which discussion of CIA problems in this field could be studied. In general, it appears that the Military Services Hazardous Duty pay structure can be made applicable to the CIA problem once a modification has been worked out which will provide for hazardous - as

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well as extra-hazardous - duty categories of compensation. Study of the attached notes, covering the discussion of this aspect of hazardous duty compensation for Agency personnel clearly indicates the need for modification of the Military Services system to meet the needs of this Agency.

4. The next meeting will be held on Thursday, 8 November 1951 at 3:30 P.M.

5. The meeting was adjourned at 1700.

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Secretary

Attachment
Dist:

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Third Meeting of the Working Group on CAREER BENEFITS of the CAREER SERVICE COMMITTEE

Notes of the General Discussion of Item I on the Agenda of the Working Group: Increase in base salary for service involving unusual hardship and hazard.

25X1A9a 1. [REDACTED] was opposed to Item I of the Agenda: I do not object to an increase in base compensation; but, if it is done, it should not be an increase in base salary.

25X1A9a A. [REDACTED] This means that you do not increase the man's grade.

2. Discussion (general) ensued on military pay and the difference which might inhere for officers and enlisted personnel. The tables in Career Compensation for the Uniformed Forces were consulted.

3. Jump pay discussed for officers and enlisted personnel.

4. Discussion as to whether or not the military should be the standard for CIA Career Benefits.

A. One member stated that it may be the standard but that he did not think CIA would be able to exceed the military too far.

B. One item that is going to come up is that of the number of officers and enlisted men on attached duty; and, unless the hazardous duty comes under that, the Army will not be interested at the present time.

5. Discussion of flight pay.

25X1A9a A. [REDACTED] pointed out that high officers in the military are discouraged from taking undue risk because of the replacement problem.

B. Discussion of officer deaths per thousand for flying personnel and non-flying personnel in the military.

C. Discussion of the study made of West Point and Annapolis graduates as to what their selection would be as to arm of Service. The highest percentage selected Air; but a significant decrease in percentage choosing Air was noted when there was no offer of compensatory pay for hazardous duty.

25X1A9a D. [REDACTED] I'd like to make a concrete suggestion that we adopt the military rates; whether we accept the standards or not is another thing. (There was some agreement on this point.)

25X1A9a E. [REDACTED] asked if the members thought that CIA could afford to go any further than the military goes on flight-pay compensation. There was general agreement that it could not.

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25X1A9a F. [REDACTED] There was a suggestion made to approach the problem from the standpoint of using military rates and adopting those standards.

25X1A9a G. [REDACTED] suggested that it would be wise to do it by a percentage basis.

25X1A9a H. [REDACTED] suggested that a semi-rank table be used such as is used in the Services. This table could be applied to grade and should be projected on a curve basis, the chart in Confidential Funds being the one to use.

25X1A9a 6. [REDACTED] Now, that takes care of jump pay, flight pay or any submarine duty or anything that comes under the category of demolition or deep-sea diving. Now, what other categories are there for consideration?

25X1A9a A. [REDACTED] I think that we should bring out here that these rates are based upon military flying, as opposed to commercial flying.

25X1A9a B. [REDACTED] Well, I don't think that we'd even want to consider any hazardous duty pay for the commercial. If we have to go into the

25X1X4 [REDACTED]

too hard to draw that distinction.

25X1X4 C. What about [REDACTED] personnel flying the plane?

25X1X4 D. Answer: [REDACTED] all the time and just pay the man to do the job; that is all.

25X1A9a E. [REDACTED] It seems to me that, insofar as is possible, the thing should be tied to the military rates.

25X1X4 F. [REDACTED]

I think, is entitled to hazardous pay on an equated basis on the same standards as we use for flight pay.

25X1A9a 7. [REDACTED] Now, about behind-the-lines duty. That is another one that will have to be considered.

25X1A9a 8. [REDACTED] Why are we making the hazardous-duty payment? Is it to compensate him against the hazard or death, or is it intended to be a recruitment incentive bonus?

- A. Let us outline some of the basic principles so that they can be used as a guide to determine the approach that we should use.
- B. Two of the members agreed that the basis should be incentive, pure and simple.

25X1A9a C. [REDACTED] I agree that it should be more than incentive; it should be incentive and compensation--an arbitrary compensation.

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D. Living illegally is a terrific strain; it is a strain that we find in our people all the time. It is a behind-the-lines assignment, I think, that actually takes years off the life of most people who do it. For those years, I think that they are entitled to some additional compensation. [REDACTED]

25X1A9a E. [REDACTED] Now, can we start trying to list those things? Let us get all these categories down.

25X1A9a F. [REDACTED] I would say in that case you would cover all service in enemy or enemy-type countries not covered by official immunity. This would be true of any of the [REDACTED] but not many other places.

25X1A9a G. [REDACTED] Are we still thinking in terms of hazardous or extra-hazardous?

25X1A9a H. [REDACTED] Now we are talking about the extra-hazardous duty.

9. At this point came the suggestion to wipe out the distinction between hazardous and extra-hazardous duty.

25X1A9a A. [REDACTED] When we say hazardous, we mean extra-hazardous; then, I think that we should leave room for a small number of high-priority [REDACTED]. This is for men who [REDACTED] not come out, and there should be a definite compensation payment. I would leave this point alone with one exception: when the thing is written, you want to put something in there to cover that; like, "Approval of the Director." This will be handled over and above on approval of the DCI. On the other hand, if he is willing to take that chance, he is entitled to compensation to cover it.

B. What about the amount of time spent in flight status and so forth? Are we interested in seeing a minimum level on that?

25X1A9a C. [REDACTED] We have only accepted the rate and not the standards, isn't that correct? (Agreement here.)

25X1A9a D. [REDACTED] Maybe we should suggest that for a meeting in the future and have a written proposal on it.

E. Here there was a discussion of the length of time that extra-hazardous missions may cover, and it was suggested that the top rate of flight pay would be small compensation for such type of duty. Further consideration of this point was suggested before a decision could be reached.

25X1A9a F. [REDACTED] The Committee felt that is was a bad idea for senior officers who have wide experience to be exposing themselves to hazardous duty just to draw the pay. Therefore, we considered cutting

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out the pay for these officers just to eliminate that.

25X1A9a G. [REDACTED] You are going to have this section: that nobody gets the pay unless the Board approves it. Part of the proposal was to pay it not to instructors but to the students; and, I think, there was an estimate made of the cost of it.

25X1A9a H. [REDACTED] Well, I think that, by going back to this other point, there is a settlement to be considered here. I favor, personally, a sort of Board action and not an order of entitlement.

(Further discussion.)

25X1A9a 10. [REDACTED] As far as training, I think that we should provide a flat rate. (Concurrence.)

25X1A9a A. [REDACTED] I am personally in favor of setting a flat rate for all similar types of duty.

25X1A9a B. [REDACTED] This is quite difficult.... You do this for one day and perhaps never again or for two weeks or a month. But that is not the same thing; a flying officer is getting the same rate. Therefore, the military rate may be quite impractical. Ours is continuous hazardous duty in large measure, except for the extra-hazardous duty.

25X1A9a C. [REDACTED] I repeat that we try to apply a mathematical formula to try to determine how much the risk is worth in the way of incentive and throw that out for bait.

25X1A9a D. [REDACTED] Compensation cannot be the basic motivation.

Discussion is to be taken up again at the next meeting of the Working Group.

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